



Australian Government

Department of Education, Employment
and Workplace Relations



CDS

Centre for
Disability
Studies

Where all we want is start small BUT DREAM BIG

Disability Employment News

Hello and welcome new and old recipients of this newsletter alike. Please be advised that not all of the information in this newsletter will be important to you but feel free to email shanesmith@med.usyd.edu.au if you wish some particular information related to employment, disability, support strategies, business specific information or something specific to be added.

Please distribute the Newsletter to those that you think would be interested in it.

For information on subscribing/ unsubscribing, please go to the end of the newsletter.

SOMETHING FROM POSITIVE PSYCHOLOGY RESOURCES

- [A WORD FROM DR HAPPY](#)
- [A WORD FROM KEN WARREN](#)
- [POSITIVE PSYCHOLOGY NEWS DAILY](#)

Article

- [Dealing with people who are different to you](#)

It is possible to stay true to being ourselves, but with awareness and some adjustment, we can work better with others, even with those who are very different to us. Every individual who we find challenging gives us an opportunity - an opportunity to learn something important about relationships. As is the case with so many things, those people we find the most challenging also give us the greatest learning.

Perhaps you are a caring person, but this other person is more concerned about

getting things done. Perhaps you are creative and don't mind trying new things where the other person is very cautious and reluctant to embrace change. There is no right and wrong here, just difference. And it is the way we deal with difference that makes the difference. Here are some ideas on what helps.

1. **Understand how other people (and yourself) work.** If the other person likes their opinions acted upon and values challenge, then we will simply be frustrating that person if we never act on any of their ideas or fail to give them challenge. Some are motivated by challenge, whereas others are motivated by relationships. Some need to be persuaded by logical analysis of the options before them. Others are motivated more by being given a lot of freedom and choice.

You can use personality profiles if you like, but simply noticing others' personality traits, what they value, how they make decisions, and take in information, will give you some clues as to how they work and what they might need from you. If you can take some time in understanding how you can best work with others, they will be more open to understanding how they can best work with you.

For the remainder of the article please goto:

<http://bit.ly/positivepeople>

INTERESTED IN GIVING SOMEBODY A FAIR GO?

- [Would you be interested in having a NDCO come out to your workplace to test the workability of your workplace for people from a broad range of backgrounds.](#)

As the NDCO for the Inner Sydney Eastern Suburbs St George Sutherland area I would be able to attend your workplace and cast a fresh set of eyes over your workplace to see if there are potential opportunities for your business to expand and diversify its workforce.

I have Bachelor Degree in Education, approx 20 years experience within the Disability and Greater Human Services Industry. I have worked particularly within the area of Employment and recruitment of people with a disability for the last 8 years where I have been able to assist many businesses to successfully implement a strategy of working with a person who has a disability.

I may be able to assist in some of the following:

- the benefits of building a diverse workforce
- living and working with disability
- emerging technology
- disclosure of disability in the workplace
- implementing reasonable adjustments
- information accessibility..... and more!

As well as I have a great range of contacts that could assist you in the event that I would be

unable. Including an Organisation called Australian Network on Disability (AND)
<http://www.and.org.au/>

NOT because it is charitable but because it is simply good business.

If interested contact:

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FEATURED BUSINESS OF THE MONTH!!!!!!

- [Australian Network on Disability](#)



ABOUT US

The Australian Network on Disability (AND) is a not for profit organisation resourced by our members to enhance the inclusion of people with disability in all aspects of business.

We work with our members and clients to help them build 'disability confidence', enabling them to recruit from the entire talent pool and meet the needs of customers with disability.

With one in five Australians experiencing some type of disability, being able to proactively, effectively and confidently include this segment of the community achieves tangible business benefits as well as providing people with disability the opportunity to participate fully in our society. The result is mutual benefit.

Increasingly, ensuring equitable inclusion of people with disability is considered a business improvement strategy.

We assist our members to:

- ✓ Articulate their specific business case for inclusion of people with disability;
- ✓ Link disability strategies to Human Resources and Corporate Social Responsibility objectives;
 - ✓ Build 'disability confidence';
- ✓ Identify barriers to customers and employees with disability;
 - ✓ Break down stereotypes and prejudices;
 - ✓ Recruit from the entire talent pool;

- ✓ Be diversity leaders.

We do this through:

- ✓ Audit and review services to ensure 'barrier free' systems to people with disability;
 - ✓ Consultancy and tailored member services;
 - ✓ Informative seminars and networking events;
 - ✓ Programs – internships and mentoring;
- ✓ Publications – *Managers' guide: disability in the workplace, Welcoming Customers with Disability* and *Opportunity: the business case*;
- ✓ Training modules – *HR Essentials, Disability Awareness, Mental Health and Workforce Wellbeing, Customer Service*;
- ✓ Providing accurate and timely information.

For further information visit www.and.org.au or phone 1300 363 645

A WORD FROM AND- Australian Network on Disability

- [Managers' Guide: Disability in the Workplace - 2nd Edition now available!](#)

AND's 2nd Edition of our very popular *Managers' guide: Disability in the Workplace*, was launched at our conference, Raising the Bar 2011, on 11 May.

The 2nd Edition has been revised to include new case studies, updated information about disability legislation, more information about accessibility and current resources and initiatives. The 2nd Edition has a brand new look and feel, and is available in hard copy as well as HTML for intranets.

Managers' Guide:
Disability in the Workplace
2nd Edition



For more detail goto:
<http://bit.ly/ANDmanagers>

BUSINESS NEWS

- [Business report reveals manufacturing can have a bright future in Australia](#)

The Manufacturing sector is a vital part of the Australian economy and will continue to be an important generator of economic activity and jobs if it embraces innovation, invests in skills, and boosts collaboration, according to a report released today by the NSW Business Chamber.

The report, [Manufacturing Futures](#), prepared by the Australian Business Foundation

and released this morning at the NSW Business Chamber's Manufacturing Futures Forum analyses the contribution of the manufacturing sector to the national economy and outlines the challenges and opportunities Australian manufacturers will face in the future.

For the full Article Goto:

<http://bit.ly/buznews>



Why attend?

Following are our top reasons to attend the convention:

- Hear from the greatest minds in HR and business from Australia and around the world
- Be part of the largest gathering of HR and people management professionals in the Asia-Pacific region
- Discover new ideas to take back to your organisation
- Gain valuable insight into the latest products and services through the industry-specific trade show
- Let your hair down and celebrate with your colleagues and new friends at the spectacular gala dinner
- Network with HR professionals and people leaders from around the country and overseas

If you would like further information or to register for this event.

Please goto:

<http://bit.ly/AHRConvention>

FAMOUS PEOPLE who have/ had a disability



Richard Pryor - Richard Franklin Lennox Thomas Pryor III (December 1, 1940 - December 10, 2005) was an American comedian, actor, and writer.

He is also regarded as the most important stand up comedian of his time.

Pryor grew up in his grandmother's brothel, where his mother, Gertrude L. Thomas, practiced prostitution. His father, LeRoy "Buck" Pryor (a.k.a. Buck Carter) was a former bartender, boxer, and World War II veteran who worked as his wife's pimp. In 1991, Pryor announced that he had been suffering from multiple sclerosis since 1986.

In response to giving up drugs after being diagnosed with multiple sclerosis, he said: "God gave me this M.S. sh*t to save my life".

Read more: <http://www.disabled-world.com/artman/publish/ms-famous.shtml#ixzz1Mg373ZFY>

(MS) formerly known as disseminated sclerosis or encephalomyelitis disseminata), is a chronic, potentially debilitating disease that affects your brain and spinal cord (central nervous system).

There is as yet no cure for MS. Many patients do well with no therapy at all, especially since many medications have serious side effects and some carry significant risks.

Read more: <http://www.disabled-world.com/artman/publish/ms-famous.shtml#ixzz1Mg2pxvZM>

CONFERENCES and WORKSHOPS

- [Creating Online Sustainable Recruitment Strategies and Attaining the Right Talent](#)

All organisations are facing a challenging time, with regards to sustainable recruitment strategies. There are two major issues – the first is that recruitment has again started to increase again in all sectors, which will directly impact employee attrition levels. The second major issue is that many companies still have little or no recruitment budget to do all the necessary recruitment they need.

Hear from the expert panel of speakers:

NAB

Deloitte

Ernst & Young

National Film and Sound Archive

Cicero

Firebrand Talent Search

The Social Skinny

TMP Worldwide Advertising & Communications, LCC

For more info GOTO:

<http://bit.ly/recruitcon>

NSW EVENTS

Calls for Expressions of Interest and Input

If there is anything that you would particularly like to see in the Newsletter please feel free to contact Shane Smith at Shanesmith@med.usyd.edu.au

To Subscribe:

We hope that this edition of Disability Education and Employment News has been of interest. If you wish to have the Disability Employment News e-mail to you send an e-mail to shanesmith@med.usyd.edu.au with "Subscribe Disability Education and Employment News" in the subject line.

If you wish to unsubscribe send an e-mail to shanesmith@med.usyd.edu.au with "Unsubscribe Disability Employment News" in the subject line.

To read the Disability Employment News [Disclaimer click here](#).

To Contribute:

If you have any comments, suggestions or articles, resources, scholarships, workshops, conferences, Events or any other information that is Disability Education, Training or Employment related and you wish to promote it send an e-mail to shanesmith@med.usyd.edu.au

The Disability News Archive can be found at:

<http://ndco.cds.org.au/index.php/disability-employment-news-region-1>

Funded by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) under the National Disability Coordination Officer Programme.

The NDCOs for Region 1 and 3 are Hosted at [the Centre for Disability Studies](#)

[About NDCO](#)

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